



LESSON TWO

Our Guiding Principles

Service-Oriented, Transparency, Leadership, Results, Balance, and Trust!

YOU MIGHT BE THINKING...

"I am too busy doing 'real work' to talk about principles."

Our values aren't just guidelines—they define how we support one another and do our best work. They ARE the work. Living our core values makes our daily work clearer, more efficient, and less stressful.

To get there, we need an environment built on trust and psychological safety. Not a single one of us is perfect. We are all actively learning, adjusting, and working together to improve every single day.

Principles in Action

Select the **ONE** principle below that you feel is most critical to your team's work:



We are Service-oriented

We Practice Trust

We Support Balance

Leadership Development

We Value Transparency

We are Results Driven

Why is this principle essential to your department's day-to-day operations?



Supporting Balance

How can your team support one another in maintaining healthy boundaries and work-life balance during high-workload periods?



My Commitment:

I will actively model the Berrien RESA principles.

Building Trust

Trust is built through consistent, reliable actions. What is one practical step you and your team can take this month to foster greater trust with each other?

Ideas: Do what you say you will, share information openly, listen without interrupting, get your team's perspective before making decisions, tackle a roadblock together, give specific recognition, ask "how are you really?" etc.)

Reflection

What is one principle that you feel we need to work on as an organization?

*We'd love to know more. If you feel comfortable sharing, attend a **Pinwheel Chat** with Eric or use the anonymous **Project RESA Suggestion Box** on the Staff Portal page of our website.*



Our Guiding Principles

THESE VALUES ARE AT THE CORE OF WHO WE ARE & HOW WE WORK

